

IN THE UNITED STATES DISTRICT COURT
FOR THE WESTERN DISTRICT OF WISCONSIN

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION,

Plaintiff,

JUDGMENT IN A CIVIL CASE

v.

Case No. 12-cv-214-bbc

NORTHERN STAR HOSPITALITY d/b/a SPARX RESTAURANT;
NORTHERN STAR PROPERTIES, LLC; and
NORTH BROADWAY HOLDINGS, INC.,

Defendants.

This action came before the court and a jury with District Judge Barbara B. Crabb presiding. The issues have been tried and the jury has rendered its verdict.

IT IS ORDERED AND ADJUDGED that defendants' motion for summary judgment is granted with respect to plaintiff's harassment claim.

IT IS FURTHER ORDERED AND ADJUDGED that defendants are enjoined:

1. from discharging employees in retaliation for complaints about racially offensive postings in defendants' workplace;
2. from failing to adopt policies that explicitly prohibit actions made unlawful under Title VII;
3. from failing to adopt an investigative process with regard to discrimination claims; and
4. from failing to provide annual training to Chris Brekken and other managers, including supervisors, regarding Title VI; and
5. Defendants are to send plaintiff a statement of compliance no later than December 31 for each of the three years in which the injunction is in effect.

IT IS FURTHER ORDERED AND ADJUDGED that:

1. Dion Miller is awarded \$15,000 for emotional damages;
2. Dion Miller is awarded back pay in the amount of \$40,197.99, plus interest for the period from his date of termination through January 31, 2014 in the amount of \$3,102.51, for a total award of \$43,300.50; and

3. Dion Miller is awarded an additional amount of back pay equal to 15% of the back pay award, including interest, which additional amount equals \$6,495.00, to reimburse him for the extra taxes he will owe on the lump sum payment he is to receive.

Approved as to form this 24th day of February, 2014.

Barbara B. Crabb
Barbara B. Crabb, District Judge

s/K. Jacobson, Deputy Clerk
Peter Oppeneer, Clerk of Court

2/25/2014
Date